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ABSTRACT

A longitudinal study followed up participants of three Florida Adult Migrant Projects in order to examine project success in converting unemployable migrant and seasonal farmworker clients of Job Training Partnership Act (JTPA), Title IV-A, Section 402, into independent wage earners and to determine the extent to which employment was consistent to training received. The initial study followed 849 participants enrolled and placed in jobs during program years 1982-1986. The first year's follow-up was conducted in 1987. Data were collected through examination of client files, client questionnaires, and matching of Social Security numbers against a Florida unemployment employer wage and tax report to gather wage and employment data. Later follow-up studies use the Florida Placement Information Program to match student records by Social Security number with employer wage reports to determine employment status. When an employment record is matched, a brief form is sent to the employer asking for a description of the former student's occupation. In addition to the Placement Information Program, the Adult Migrant Program also employs a job placement follow-up system that includes contact with the participant and/or employer at 3, 10, 13, and 30 weeks. Analyses of data collected for 1990-91 participants showed that 20 percent were employed full time, 39 percent were employed part time, and 41 percent were not found employed (at least not in Florida). This follow-up system gives a good picture of the results of the training provided by the Adult Migrant Projects and allows program administrators to make changes in training as need is shown by the job market experience of program completers. (KC)

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Procedures for Longitudinal Job Placement Follow-up of Former Program Participants

American Vocational Association 1992
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Longitudinal Study of Former Program Participants

Florida Department of Education
Division of Vocational, Adult, and Community Education
Adult Migrant Program

Background: The Adult Migrant Program of the Florida Department of Education has been in operation for 26 years. The Program serves an average of 2,000 farmworkers a year statewide through training Projects based at Vocational Centers, Community Colleges and Community-Based Organizations. Approximately 2,000 additional farmworkers are provided with supportive services such as help with utility payments, relocation funds, transportation, child care and emergency assistance payments during times of natural disaster.

Beginning in 1986 the Adult Migrant Program of the Florida Department of Education sponsored a longitudinal study of former program participants. The principal researcher was Dr. H. J. Fletcher, Florida State University.

History: The longitudinal study performed follow-up on participants of three Florida Adult Migrant Projects in differing geographic and socioeconomic areas. These are, Seminole Project in central Florida, Indian River Project located on Florida's east coast, and Leon Project, located in Florida's Panhandle (north). Its purpose was to examine Project success in converting unemployable migrant and seasonal farmworker clients of JTPA, Title IV -A, Section 402 into independent wage earners and to determine the extent to which employment was consistent to training received. Analyses summarize job placement rates and the variables which correlate with or predict those rates. Variables include type of training received (ABE, GED, Vocational, OJT, Work Experience) gender, race, work, family and financial history, age, highest grade completed, and total grade equivalent scores as determined by TABE testing.

The initial study followed 849 participants enrolled and job placed during program years 1982 through 1986. The first year's follow-up was conducted in 1987. Methods of data collection included examination of client files, client questionnaire, and matching of social security numbers against the State's *Quarterly Unemployment Insurance Employer Wage and Tax Report* to gather wage and employment data.

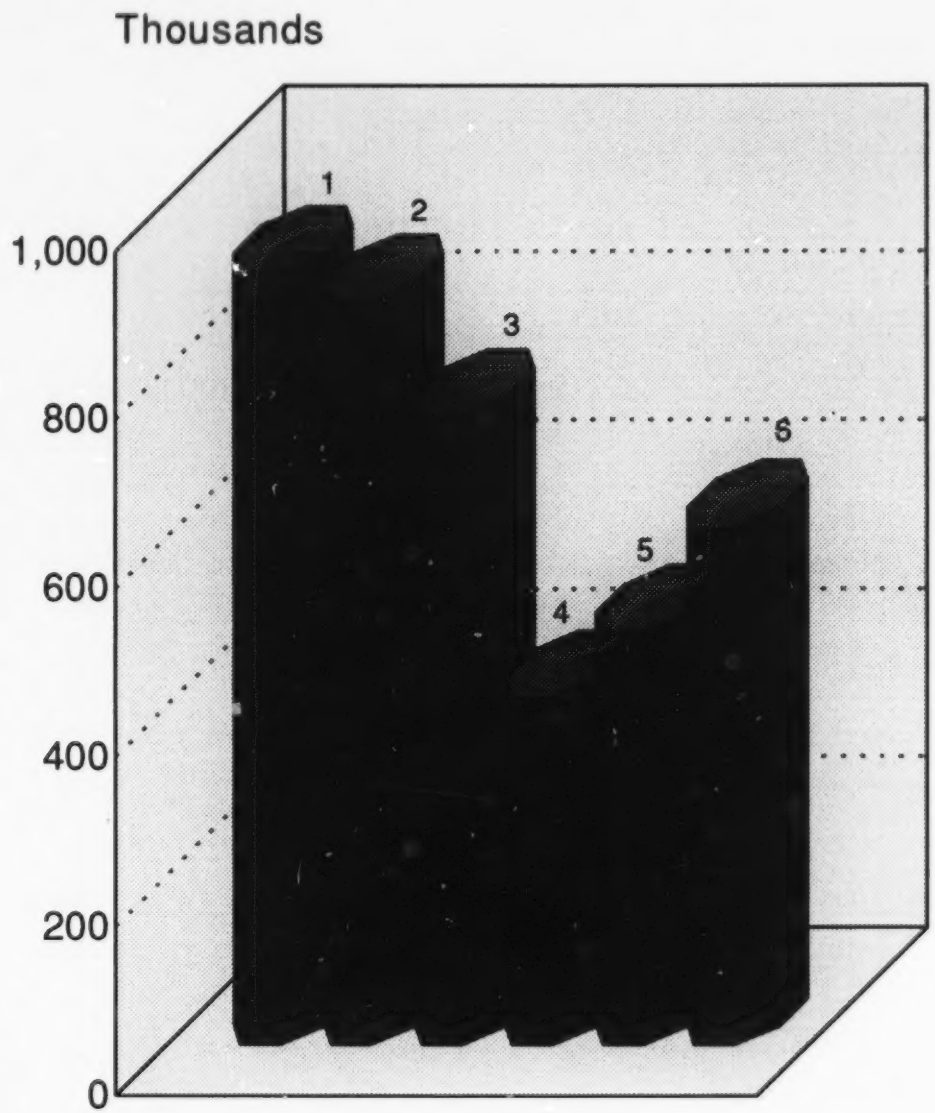
Long-term Program Benefit: A positive result of the study's initial efforts was integration of job placement follow-up of adult migrant students into the Florida Education and Training Placement Information Program as part of the state's required follow-up of vocational program completers. Job retention of program participants is a measure of training program quality and helps to focus training to better meet employer and participant needs.

Summary of Current Follow-up Procedures: The Adult Migrant Program uses the The Florida Placement Information Program to obtain a portion of its follow-up information. This program uses agency computer data bases to match student records, by social security number, with employer wage reports from the Department of Labor and Employment Security to determine their civilian employment status, military status and federal employment information. When an employment record is matched, a brief form is sent to the employer. The employer is asked to identify the former student's occupation and county of employment. Use of existing data bases contributes to the program's cost-effectiveness.

In addition to the Placement Information Program, the Adult Migrant Program also employs a job placement follow-up system which includes contact with the participant and/or the employer at 3, 10, 30, and 13 weeks. At 13 weeks a post-program data collection questionnaire is used. All initial employers must be contacted first. An overall response rate of 70% is required. Data reported must reflect the employed participant's labor force status, wages, and receipt of fringe benefits during the 13th full calendar week after employment. If the employer cannot be contacted, it is then acceptable to contact the former participant using the prescribed questionnaire.

Florida Adult Migrant Program

Who is the Typical Training Program Participant?



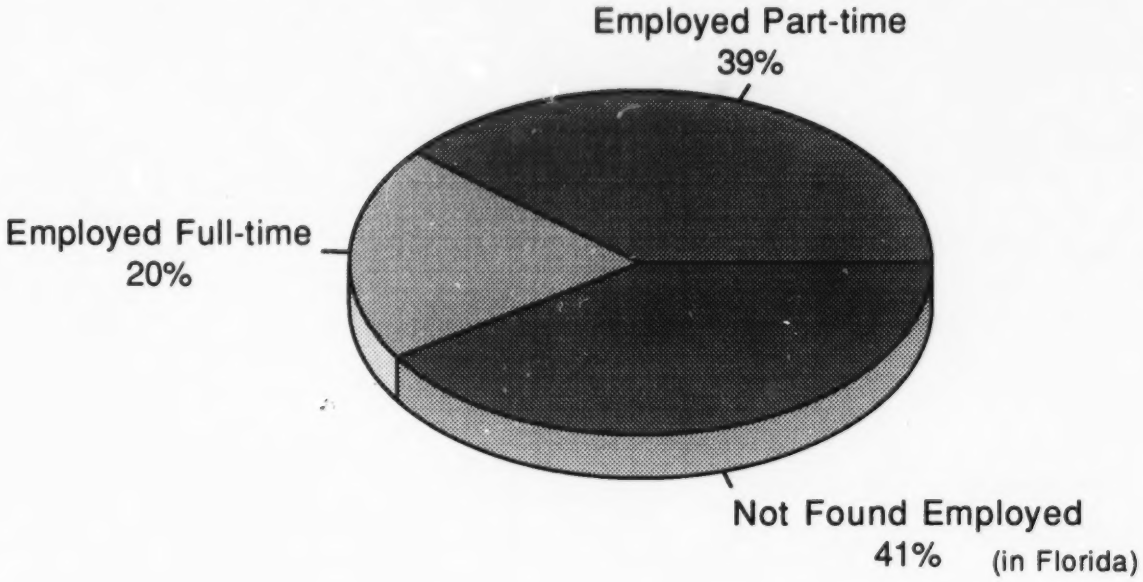
1 = Hispanic
2 = Female
3 = Between 22 and 44
4 = Limited English Proficient
5 = Dropout 8th Grade or less
6 = Dropout Grades 9 - 12

Based on Program Year 1990 - 1991 Data

Examples of Data Collected

Florida Adult Migrant Program

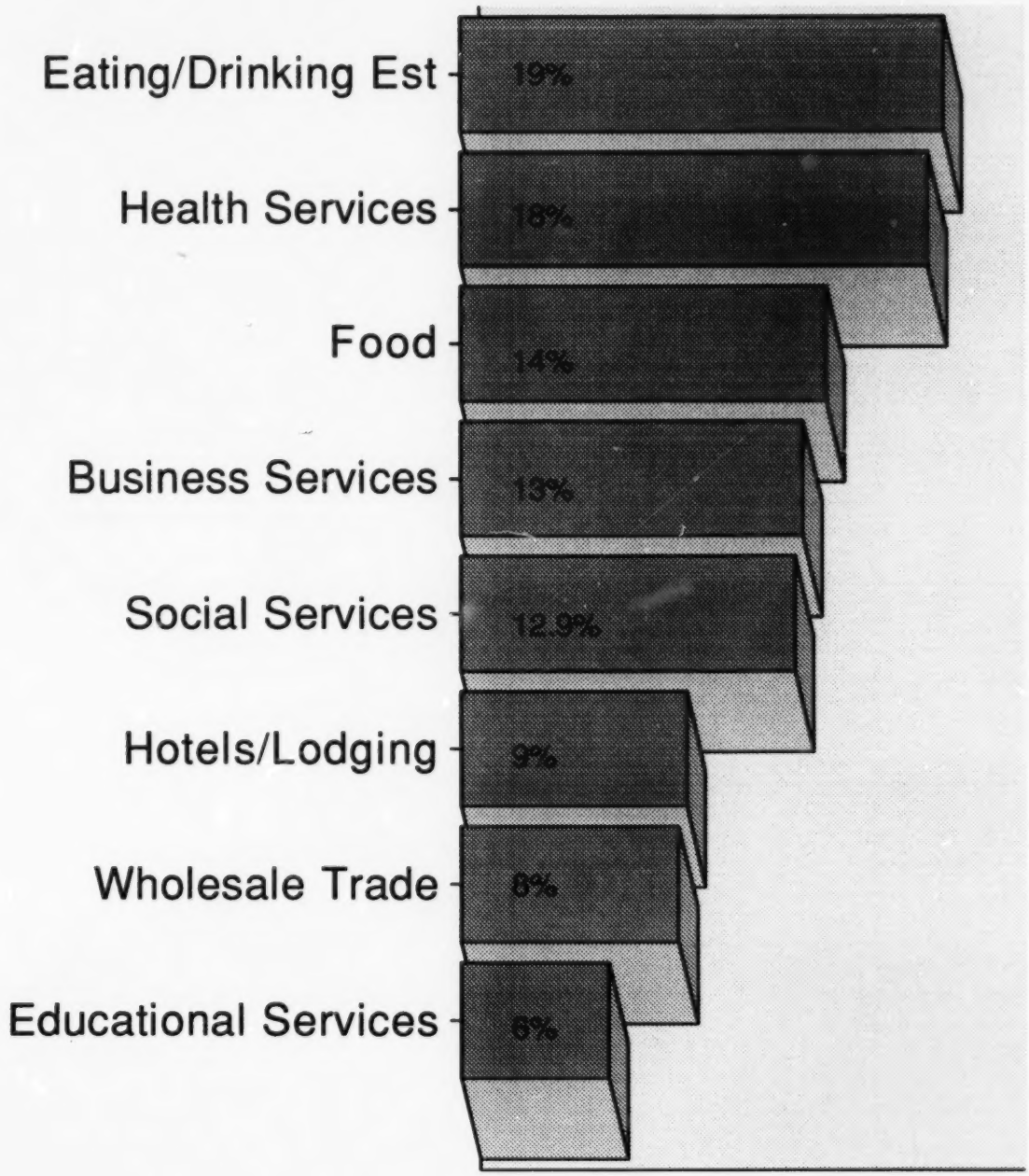
Job Placement Follow-up of 1990 - 1991 Participants



Total Follow-up = 1518 Participants (59%)
Total Found Employed in Florida = 899
Employed Part-time (<12 Weeks) = 591
Employed Full-time (>11 Weeks) = 309

Florida Adult Migrant Program

Top Employers of Program Completers



Represents percentage of top employers and based on Program Year 1990 - 1991 data.

Florida Adult Migrant Program
Industries of Employment by Termination Activity

Termination Activity	Industry	1990 - 1991 Frequency
Classroom Training		216 Total
	Admin of Economic Programs	2
	Apparel and Other Textile	2
	Business Services	12
	Educational Services	7
	Engineering and Management Services	2
	Executive, Legal and General Gov't	4
	Health Services	14
Work Experience		43 Total
	Trucking and Warehousing	10
	Hotels & Lodging	2
	Social Services	10
	Motion Pictures	1
Occupational Skills		49 Total
	Real Estate	1
	Wholesale Trade	2
	Fabricated Metal Products	1

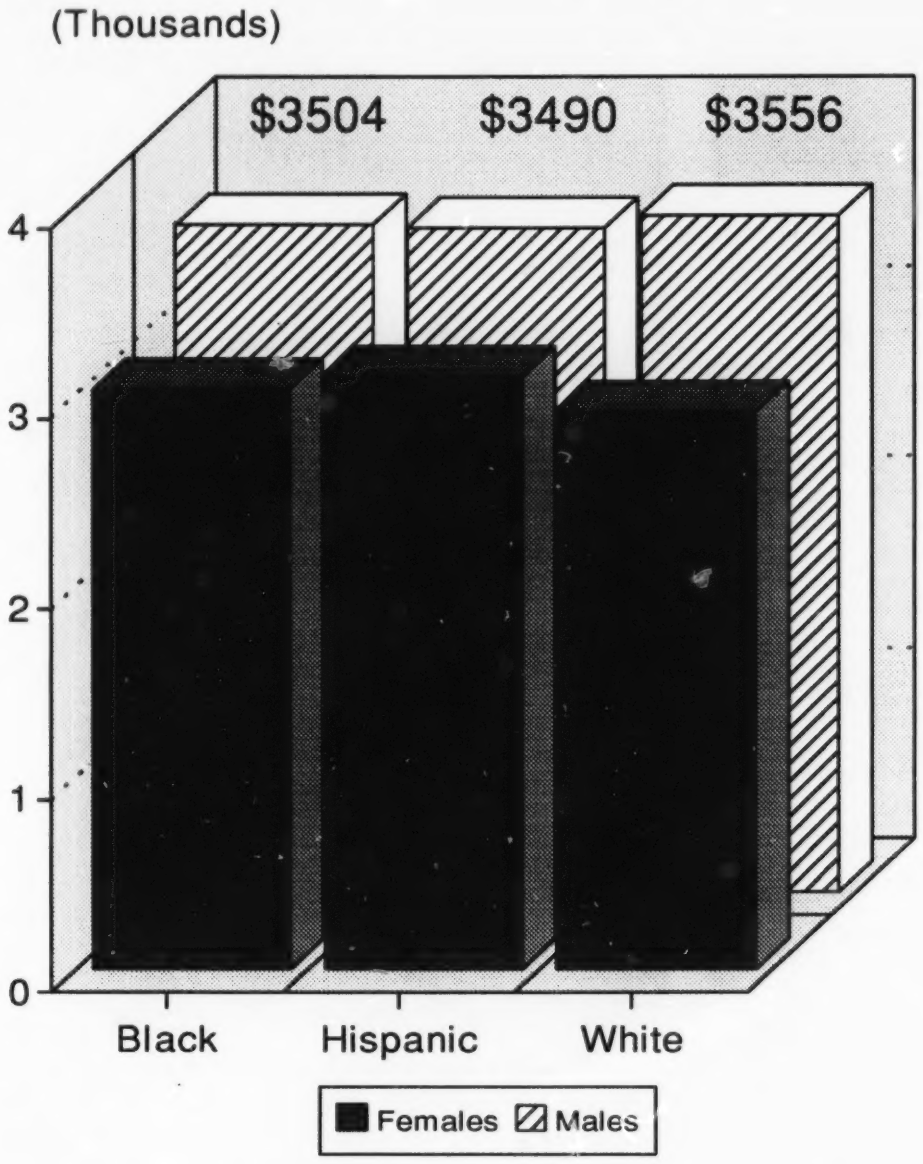
This chart is a sample of specific job placement data which is obtained through Social Security Number matches. The data represents the last training activity before the participant achieved job placement, the industry of employment, and the frequency with which the industry was found as an employer of program completers. This data is collected for each program training component (Classroom Training, OJT, Work Experience, Occupational Skills Training/Vocational Education, and Youth training).

Florida Adult Migrant Program
Examples of Typical Training Leading to Job Placement

Activity 1	Activity 2	Activity3	Activity 4	Job Placement
CTO4 (ESL)	OSTDO1 (Cashiering)	CT12 (Job Search)		Food & Kindred Services
CT03 (ABE)	OSTE01 (Child Care)	CT05 (GED)	CT12 (Job Search)	Social Services
CT03 (ABE)	0STI04 (Auto Mechanics)	CT12 (Job Search)		Misc Repair Services
CT06 (Employability Skills)	OJT (On-the-Job-Training)	CT12 (Job Search)		Food & Kindred Services
CT03 (ABE)	WEX (Work Experience	CT05 (GED)		Food & Kindred Services

Data from actual participant records Program Year 1990 - 1991.
Participants may change training activities, based on results of Individual Service Strategy and ongoing assessment.
Length of time in training increased from an average of 10 weeks in 1987 to an average of 17 weeks in 1991.

Florida Adult Migrant Program
Full Quarter Average Earnings
1990 - 1991 Participants



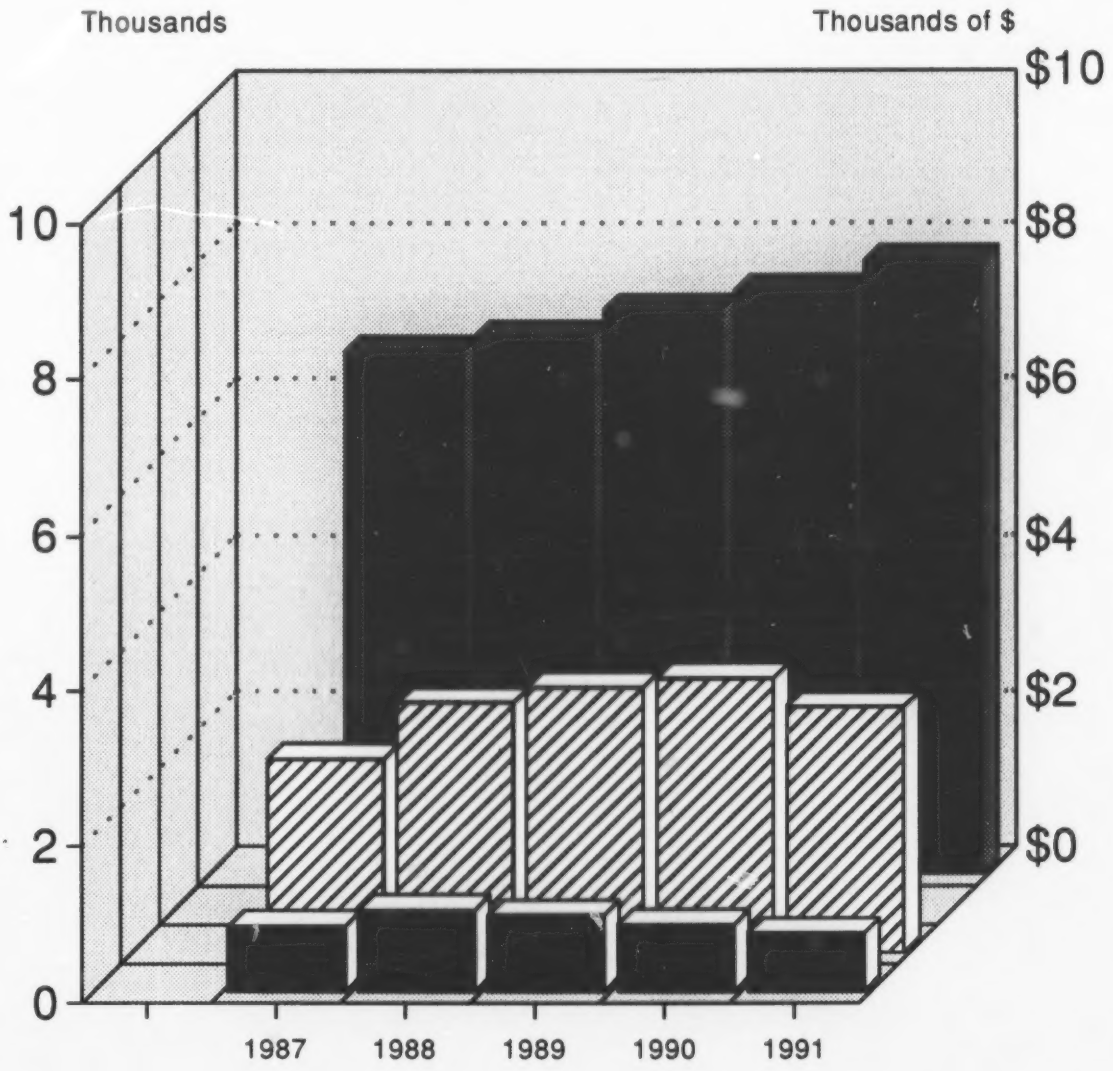
Grand Total of 309 Participants Employed Full-time at Follow-up

Black Females = 66	Black Males = 32
Hispanic Females = 83	Hispanic Males = 115
White Females = 6	White Males = 7

Full Quarter = employed >11 weeks and earning >$2039

Florida Adult Migrant Program

Five Year Comparison of Employment Data



Comparison of Program Years 1987-1991

- Total Job-Placed
- Cost per Placement
- Pre-Program Earnings
- Post-Program Earnings

Florida Adult Migrant Program
Job Placement Follow-up of 1990 - 1991 Participants

Total Job Placed Completers	1510
Total Found Employed in Florida	899
Percent	59.54%
Total of Employed Working Full Quarter	309
Percent	34.37%
Found Continuing Education	180
Percent	11.92%
Found Employed and Continuing Education	101
Not Employed and Continuing Education	79
Found Employed in Federal Government	0
Found in Military Service	0
Total Matches	978
Percent	64.77%
Average Full Quarter Weeks Worked	14.56
Average Full Quarter Earnings	$3279

Employment data is based on 4th quarter 1991 (Oct - Dec) from records with valid SSN's

Summary of Job Placement Follow-up Process

Florida Adult Migrant Program

Dual Longitudinal Job Placement Follow-up System

Internal

What data is collected?

Number employed at 3, 10, 30 days
Employer
Job Title
Wages

Number employed at 13 weeks

What does 13 week follow-up data include?

Number employed
Employer
Number of employed with fringe benefits

How is 13 week follow-up data collected?

Employer contact, first
Administer prescribed questionnaire by phone, in-person, or mail

If no response from employer, participant contact
Administer prescribed questionnaire by phone, in-person, mail, if no phone

External

What data is collected?

Number employed 1 year after job-placement
Industry of Employment
Job Title
Wages
Length of Employment
Number Continuing Education
Number Entering Military

How is data collected?

Data is collected from Project sites
Data-base of employed participants provided by the Adult Migrant Program to the Florida Placement Information Program

Records are matched, by SSN's, with employer wage reports from the Florida Department of Labor

When employment is matched, a brief form is sent to employer for response

Records are also matched against community college and state university system data bases